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The 1995
Performance
Recognition
Awards

You Are the Best

The 1995 Performance Recognition Awards

Eugene H. Rooney, Jr. Public Service Award

Governor's Special Achievement Award

Commonwealth of Massachusetts Citation
for Outstanding Performance

Manuel Carballo Governor's Award for Excellence
in Public Service

Annual Awards Dinner Program October 5, 1995

Welcome

Joseph A. Trainor
Personnel Administrator
Department of Personnel Administration

Master of Ceremonies

Charles D. Baker
Secretary
Executive Office for Administration and Finance

Congratulations

Honorable Charles Flaherty
Speaker of the House of Representatives

Honorable William M. Bulger
President of the Senate

You Are the Best

William F. Weld
Governor

The 1996 Performance Recognition Calendar will be distributed immediately following the awards ceremony at the exits of the banquet room.



THE COMMONWEALTH OF MASSACHUSETTS

EXECUTIVE DEPARTMENT

STATE HOUSE • BOSTON 02133

WILLIAM F. WELD
GOVERNOR

ARGEO PAUL CELLUCCI
LIEUTENANT-GOVERNOR

October 5, 1995

Dear Colleague:

We are pleased to join you tonight in celebrating the accomplishments of outstanding public employees through the Commonwealth's Performance Recognition Program. Each year this program recognizes employees who have developed and implemented innovative ways of providing quality services to the citizens of the Commonwealth.

The exceptional achievements of the award winners demonstrate the impressive use of creativity, ingenuity and determination. We would like to thank you, the award winners, for your dedication to public service and your commitment to the highest standards of excellence. We, along with your co-workers, friends, and families, applaud the example you set for all of us.

Four distinct awards are given to highlight exceptional performance and showcase the diversity and depth of talent among Massachusetts employees:

The Eugene H. Rooney, Jr. Public Service Award recognizes employees who have made a meaningful contribution to the area of human resource development and training;

The Governor's Special Achievement Award focuses on employees whose contributions have made a significant impact on improving the quality of life of the citizens of the Commonwealth;

The Commonwealth of Massachusetts Citation for Outstanding Performance honors special accomplishments of individuals or groups in Executive Branch departments; and

The Manuel Carballo Governor's Award for Excellence in Public Service recognizes ten outstanding individuals or group contributors who have demonstrated exemplary leadership, initiative and dedication.

We extend our congratulations to those honored tonight as well as to all the dedicated public employees who meet their daily challenges with enthusiasm, creativity and dedication.

Sincerely,

William F. Weld

William F. Weld
Governor

Argeo Paul Cellucci

Argeo Paul Cellucci
Lieutenant Governor



THE COMMONWEALTH OF MASSACHUSETTS

EXECUTIVE DEPARTMENT

STATE HOUSE • BOSTON 02133

(617) 727-3600

WILLIAM F. WELD
GOVERNOR

ARGEO PAUL CELLUCCI
LIEUTENANT-GOVERNOR

October 5, 1995

Dear Fellow Public Employee:

For the past five years, I have had the opportunity to work with many of you on a wide variety of initiatives. While many of these tasks have been complicated, and almost all of them have involved trade-offs, I have never ceased to be amazed by your sense of humor, your creativity, your intelligence, and your commitment to public service.

By definition, government is a messy process, often without clear direction, and always muddled by the interests and viewpoints of numerous stakeholders. It requires a capacity to stay focused, while at the same time, permitting a dialogue with differing points of view to rage on around you. Whether re-structuring programs, re-thinking processes and procedures, or seeing around the corner to tomorrow and striving to get there, you have always impressed me with your willingness to improvise. Sometimes, your solutions are neither easy, nor pretty, but when they work, they do so because people like you have figured out a way to slither between a rock and a hard place to get something done. For that, you should be thanked - and congratulated.

I hope those of you who manage to make things work in a system that is often the root cause of more than its fair share of headaches can derive some satisfaction from knowing you made it happen. I know I never would have gotten much of anything done these past four years without your wisdom, your attention to detail, and your willingness to see things through to completion.

Sincerely,

A handwritten signature in dark ink, appearing to read "Charles D. Baker".

Charles D. Baker
Secretary

Eugene H. Rooney, Jr.

Public Service Award



During his twenty-one years of public service, Gene Rooney felt that the most important investment that could be made was an investment in human resources. In this regard, Gene was a true idealist, one who believed in the value of each and every individual. Gene demonstrated a passion for public service and sincere affection and respect for those with whom and for whom he worked.

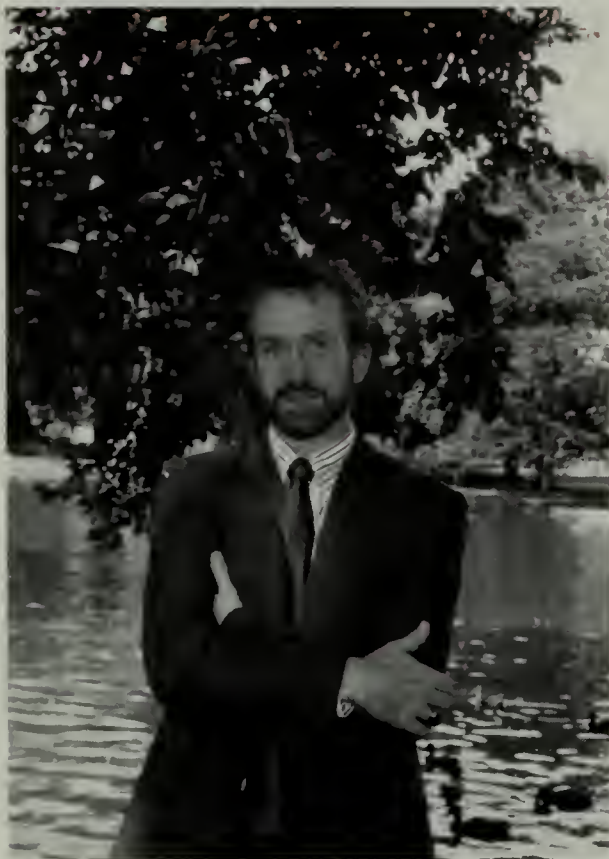
Gene was a creative thinker and an inspiring leader who worked enthusiastically to build an environment that fostered learning and development opportunities for thousands of state and municipal government employees. Gene had the special ability to focus on the big mission of government, while keeping in mind the small things in a situation - the humor, the irony and the importance of the personal touch.

Reformer, innovator, mentor and friend - Gene Rooney left a legacy of enlightenment and caring that serves as a beacon for us all. Although he was taken from our midst at too young an age, Gene's spirit and ideals drive us on to excel in developing the human resources on which the future relies.

The Massachusetts Legislature established the Eugene H. Rooney, Jr. Public Service Award to recognize employees of the Commonwealth who have demonstrated creativity and innovation in the area of human resource development and training. Each Award winner will receive a \$500 cash award, a plaque and an individually engraved marble pen set.

1995 award recipients

Jeffrey M. Hull Assistant Town Manager Town of Wilmington



Jeffrey Hull, Assistant Town Manager, has been the guiding force behind a multitude of improvements in the work lives of town employees. Jeff has provided an array of practical training and education programs that have had a direct impact on town employees' health and safety and, ultimately, their productivity. Jeff took on the challenge to reduce employees' lost work time due to injuries and illness. He provided courses on back injury prevention, a safe driver program, CPR and Heimlich Maneuver training, among others. Jeff also developed a useful video library to supplement the formal training programs.

One intangible benefit for employees was the sense of being valued by their employer, the Town of Wilmington, and by the citizens of Wilmington, as well.

Another of Jeff's special accomplishments involves his work on a range of insurance-related issues. His efforts have led to an expansion of insurance options and a closer tracking of workers' compensation issues, both of which have provided the town with the best possible benefits for the money spent.

Jeffrey Hull is a dedicated and caring town official who gives public service a good name! His commitment to his fellow town employees honors the ideals and legacy of Gene Rooney.

Kathleen Keough

Training Program Coordinator II

Department of Mental Health

“Public Managed Care” (PMC) is a relatively new concept for Department of Mental Health employees. As program priorities have changed and staff resources moved from hospital to community settings, staff needed to develop new ways to do their work with fewer resources. In essence, the Metro-South Hospital needed to undergo a “culture shift”. The public managed care program sets the foundation for this change in thinking. Kathleen Keough developed an informative and clearly articulated presentation that highlighted for staff how the PMC program is relevant to each employee.

Kathleen’s own standard of perfection has led her to perform extensive research on her training topics, and then to design and deliver presentations that are consistently thought-provoking and inspiring. While many people can present the facts, few can present the “heart” of the issue in such a compelling way.

In addition to her training responsibilities for the PMC program, Kathleen has had a key role on the Committee which is reviewing the Joint Commission on Accreditation of Healthcare Organizations education requirements. The new standards call for the development and maintenance of a competency system for hospital staff. Kathleen led the committee in this critical project, which was deemed to be extremely successful.

For several years Kathleen has edited the Medfield State Quarterly, a publication that captures the “heart and soul” of the hospital. She has also compiled and edited three editions of a hospital cookbook which is valued by employees and appreciated by residents of neighboring communities. In a humble and quiet manner, and despite her own chronic physical and medical challenges, Kathleen Keough epitomizes Gene Rooney’s passion for superb public service.



Special notice should be given to all of those nominated for the Eugene H. Rooney, Jr. Public Service Award, and we offer our sincere congratulations for their achievements in the area of human resource development and training:

Jane Coviello
North Shore Community College

Coleman Kelly
Office of the Comptroller

Dennis A. Sullivan
Department of Public Health

DEP Training Unit
Department of
Environmental Protection

Gerald A. Mandeville
Department of
Employment and Training

Governor's Special Achievement Award

The Governor's Special Achievement Award recognizes state employees whose great generosity of spirit has significantly improved the quality of life for many thousands of their fellow citizens in Massachusetts.

Since 1984, more than 20,000 state employees have demonstrated their caring and concern by donating close to \$15.7 million to 1,800 health and human services and environmental agencies and advocacy groups through the annual on-the-job charitable giving campaign, the Commonwealth of Massachusetts Employees Campaign (COMEC).

We applaud and thank these employees for their magnanimous giving. Their generosity makes it possible to send help where it is needed for those less fortunate. Services provided through COMEC donations include meals for the hungry; relief for families in need of emergency assistance whether due to natural or man-made disasters; research on cures for debilitating and terminal illnesses; comfort for the dying; shelter for battered women; protection for our environment. This community spirit of giving has far-reaching effects as it betters lives for all people in our global community.

The Governor's Special Achievement Award is dedicated to all state employees who participate in the annual COMEC Campaign. In particular, we salute the 1994 COMEC high achievers as their representatives:

Top Six Finisher's

University of Massachusetts Medical Center	\$257,901
Department of Correction	\$205,696
University of Massachusetts, Amherst	\$167,867
Department of Revenue	\$ 76,497
Department of Mental Health	\$ 75,159
Department of Mental Retardation	\$ 72,502

A special thanks to the following agencies which raised between \$20,000 - \$40,000 each for the 1994 COMEC Campaign

Department of Employment and Training
Department of Environmental Protection
Department of Public Health
Department of Social Services
Department of Transitional Assistance
M.C.I. Cedar Junction
M.C.I. Norfolk
Massachusetts Highway Department
North Central Correctional Institution
Trial Court, District Court Department
University of Massachusetts, Boston

Commonwealth Award Winners

Administering Agency for Developmental Disabilities
Boston PreRelease Center
Executive Office of Educational Affairs
Joint Labor-Management Committee
M.C.I. Cedar Junction
Office of the Governor

Spirit of '76 Award Winners

Community Antenna Television Commission
Department of Mental Health, Southeastern Area and Brockton MultiService Center
Department of Personnel Administration
District Attorney, Berkshire District
Massachusetts Teachers' Retirement Board
North Central Correctional Institution
Probate and Family Court Department, Administration Office
South Middlesex Correctional Center

The COMEC Coordinators are the employees on loan from state agencies who work as staff for the COMEC campaign period. They are the link between the Executive Office for Administration and Finance and the state agencies. They help agency keypersons plan, organize and manage their campaigns.



Left to Right: John Kelley, Massachusetts Highway Department; Gretchen Carleton, Department of Social Services; Betty Oliver, Department of Industrial Accidents; Jean Fisk, Department of Environmental Protection; Helen Chin Schlichte, Executive Office for Administration and Finance; Aliene Johnson, Division of Banks; D. Leo Monahan, University of Massachusetts, Boston (absent) Agnes Karnafel, Department of Mental Health

The employees of the University of Massachusetts Medical Center pledged \$257,901, the highest number of dollars statewide. They are outstanding for both dollars pledged and for their near 50 percent participation rate. Under the leadership of Chancellor and Dean Aaron Lazare, M.D. and COMEC keyperson James Wells, they run a model campaign. During the past four years, giving at the Medical Center has increased from \$171,234 to today's \$257,901.



Left to Right: Charles Baker, Barbara Hubbard, James Wells, Aaron Lazare

The Department of Correction employees, with a 58 percent participation rate, pledged \$205,696, the second highest number of dollars statewide. The commitment of Commissioner Larry Dubois and that of every employee is reflected in their continual caring and generosity. During the past four years, giving in the Department of Correction has increased more than double, from \$96,868 to today's \$205,696.



Left to Right: Charles Baker, Larry Dubois, Joseph Giampietro, Marsha Collins, Daniel DeLeon (absent) Ann Marie Giampietro

A Proclamation from The Governor

The Commonwealth of Massachusetts



A Proclamation

By His Excellency

GOVERNOR WILLIAM F. WELD

1995

- WHEREAS:** The Massachusetts Performance Recognition Program was established to encourage and reward the exemplary performances of state employees; and
- WHEREAS:** For the past twelve years, the Massachusetts Performance Recognition Program has served to underscore excellence in state government; and
- WHEREAS:** The Massachusetts Performance Recognition Program encourages talented state workers to excel, and is a model program for other states; and
- WHEREAS:** On October 5, 1995, the Massachusetts Performance Recognition Program will host its annual awards dinner and honor the recipients of the Manuel Carballo Governor's Award for Excellence in Public Service and the recipients of the Eugene H. Rooney, Jr. Public Service Award;

NOW, THEREFORE, I, WILLIAM F. WELD, Governor of the Commonwealth of Massachusetts, do hereby proclaim October 5th, 1995, as

PERFORMANCE RECOGNITION DAY

and urge all the citizens of the Commonwealth to take cognizance of this event and participate fittingly in its observance.

Given at the Executive Chamber in Boston, this twenty-fourth day of May, in the year of our Lord one thousand nine hundred and ninety-five, and of the Independence of the United States of America, the two hundred and nineteenth.

William F. Weld

WILLIAM F. WELD

By His Excellency the Governor

William F. Galvin

WILLIAM F. GALVIN
Secretary of the Commonwealth



GOD SAVE THE COMMONWEALTH OF MASSACHUSETTS

Resolution from the House of Representatives

Massachusetts House of Representatives



Resolution

RESOLUTIONS COMMENDING ALL STATE EMPLOYEES ON THE OCCASION OF "PERFORMANCE RECOGNITION DAY".

WHEREAS, THE MASSACHUSETTS PERFORMANCE RECOGNITION PROGRAM WAS ESTABLISHED TO ENCOURAGE AND REWARD EXEMPLARY PERFORMANCE OF STATE EMPLOYEES; AND

WHEREAS, THE MASSACHUSETTS PERFORMANCE RECOGNITION PROGRAM HAS FUNCTIONED SUCCESSFULLY THE PAST TWELVE YEARS WITHIN ALL STATE AGENCIES AND FOCUSED ATTENTION ON THE DEGREE TO WHICH EXCELLENCE EXISTS IN MASSACHUSETTS STATE GOVERNMENT; AND

WHEREAS, THE PERFORMANCE RECOGNITION PROGRAM ENCOURAGES TALENTED PEOPLE WITHIN THE STATE GOVERNMENT TO CONTINUE TO EXCEL, AND IS A MODEL FOR OTHER STATES AND MUNICIPALITIES TO ENCOURAGE SUPERIOR PERFORMANCE BY PUBLIC EMPLOYEES; AND

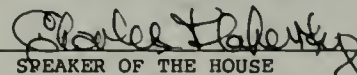
WHEREAS, THIS YEAR'S AWARDS DINNER ON OCTOBER FIFTH WILL HONOR TEN RECIPIENTS OF THE MANUEL CARBALLO GOVERNOR'S AWARD FOR EXCELLENCE IN PUBLIC SERVICE, THREE HUNDRED AND FIFTY WINNERS OF THE COMMONWEALTH OF MASSACHUSETTS CITATION FOR OUTSTANDING PERFORMANCE, AND THE RECIPIENT OF THE EUGENE H. ROONEY, JR., PUBLIC SERVICE AWARD; AND

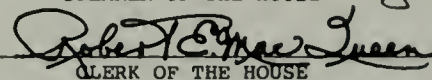
WHEREAS, SPEAKER OF THE HOUSE OF REPRESENTATIVES CHARLES F. FLAHERTY WILL JOIN WITH AGENCY HEADS AND OTHER DIGNITARIES IN CALLING ATTENTION TO THESE OUTSTANDING EMPLOYEES; THEREFORE BE IT

RESOLVED, THAT THE MASSACHUSETTS HOUSE OF REPRESENTATIVES HEREBY COMMENDS ALL STATE EMPLOYEES FOR THEIR DEDICATION AND COMMITMENT TO PUBLIC SERVICE ON THE OCCASION OF "PERFORMANCE RECOGNITION DAY", OCTOBER FIFTH OF THE CURRENT YEAR; AND BE IT FURTHER

RESOLVED, THAT A COPY OF THESE RESOLUTIONS BE FORWARDED BY THE CLERK OF THE HOUSE OF REPRESENTATIVES TO THE TEN RECIPIENTS OF THE MANUEL CARBALLO GOVERNOR'S AWARD FOR EXCELLENCE IN PUBLIC SERVICE, THE THREE HUNDRED AND FIFTY WINNERS OF THE COMMONWEALTH OF MASSACHUSETTS CITATION FOR OUTSTANDING PERFORMANCE, AND THE RECIPIENT OF THE EUGENE H. ROONEY, JR., PUBLIC SERVICE AWARD.

HOUSE OF REPRESENTATIVES, ADOPTED, MAY 10, 1995.


SPEAKER OF THE HOUSE


CLERK OF THE HOUSE

OFFERED BY:

CHARLES F. FLAHERTY
SPEAKER OF THE HOUSE



Resolution from the Senate

THE COMMONWEALTH OF MASSACHUSETTS

In the Year One Thousand Nine Hundred and Ninety-five

RESOLUTIONS COMMEMORATING THE OBSERVANCE OF "PERFORMANCE RECOGNITION DAY".

WHEREAS, HIS EXCELLENCY, GOVERNOR WILLIAM F. WELD, HAS DECLARED OCTOBER FIFTH, NINETEEN HUNDRED AND NINETY-FIVE AS "PERFORMANCE RECOGNITION DAY" TO THANK ALL STATE EMPLOYEES FOR THEIR UNPARALLELED DEDICATION AND COMMITMENT TO PUBLIC SERVICE; AND

WHEREAS, THE PERFORMANCE RECOGNITION PROGRAM WAS ESTABLISHED TO ENCOURAGE AND REWARD EXEMPLARY PUBLIC SERVICE IN AN EFFORT TO FOSTER AMICABLE RELATIONS BETWEEN STATE EMPLOYEES AND THE GENERAL PUBLIC; AND

WHEREAS, ANNUALLY, TEN PERSONS ARE SELECTED TO RECEIVE THE MANUAL CARBALLO GOVERNOR'S AWARD FOR EXCELLENCE IN RECOGNITION OF THEIR OUTSTANDING PERFORMANCE ON BEHALF OF THE COMMONWEALTH; AND

WHEREAS, THE RECEIPT OF THE MANUAL CARBALLO GOVERNOR'S AWARD IS THE CULMINATION OF YEARS OF DISTINGUISHED SERVICE AS AN EMPLOYEE OF THE COMMONWEALTH AND SERVES TO INSPIRE ALL WHO HAVE CONTINUOUSLY DISPLAYED A GREAT CAPACITY FOR WORK AND UNCEASING ENERGY IN THE DISCHARGE OF THEIR OFFICIAL DUTIES IN THE PUBLIC SECTOR; AND

WHEREAS, IN RECOGNITION OF THE HONORABLE AND EFFICIENT SERVICE OF THIS YEAR'S TEN RECIPIENTS OF THE MANUAL CARBALLO GOVERNOR'S AWARD FOR EXCELLENCE, A TESTIMONIAL WILL BE HELD ON OCTOBER FIFTH, NINETEEN HUNDRED AND NINETY-FIVE, TO COMMEND THOSE STATE EMPLOYEES WHO, BY THEIR LOYAL AND INDUSTRIOUS SERVICE, HAVE BROUGHT GREAT HONOR TO THEMSELVES AND TO THE COMMONWEALTH; NOW THEREFORE BE IT

RESOLVED, THAT THE MASSACHUSETTS SENATE JOINS WITH HIS EXCELLENCY, GOVERNOR WILLIAM F. WELD, IN COMMENDING ALL STATE EMPLOYEES ON "PERFORMANCE RECOGNITION DAY" AND ESPECIALLY RECOGNIZES THE DISTINGUISHED SERVICE OF THE NINETEEN HUNDRED AND NINETY-FIVE RECIPIENTS OF THE MANUAL CARBALLO GOVERNOR'S AWARD FOR EXCELLENCE; AND BE IT FURTHER

RESOLVED, THAT A COPY OF THESE RESOLUTIONS BE TRANSMITTED FORTHWITH BY THE CLERK OF THE SENATE TO MICHAEL JOSEPH CONNOLLY, SECRETARY OF THE COMMONWEALTH, AND TO THE MEMBERS OF THE PERFORMANCE RECOGNITION PROGRAM.

SENATE, ADOPTED, AUGUST 7, 1995.

William M. Bulger

PRESIDENT OF THE SENATE

Edward B. O'Neill

CLERK OF THE SENATE

OFFERED BY:

William M. Bulger

WILLIAM M. BULGER
PRESIDENT OF THE SENATE



The 1995 Commonwealth Citation For Outstanding Performance

Giving recognition to outstanding employee performance is a way that the Commonwealth can take the time to say thank you to those individuals and groups who have demonstrated outstanding performance. Their commitment to quality service is reflected in the pride they have for the Commonwealth and is exhibited in the way they perform their jobs.

Nominations of an individual or group are made by supervisors, peers, professional colleagues, or others familiar with their work. Each agency's Selection Committee reviews the nominations and final selections are approved by the Agency Head. The number of awards allotted to each agency is based on the total number of employees in that agency.

Each recipient receives an individually engraved marble pen set, or a plaque if a group award, a Commonwealth Citation for Outstanding Performance signed by the Governor and the Agency Head, and a Performance Recognition pin.

Administration and Finance

Budget Bureau

Administrative Support

Division of Capital Planning and Operations

Christopher McQuaid

Linda Murray

Harold Vanasse

Office of the Comptroller

Christine Swistro

Kevin Moran

Heidi Swift

Massachusetts Commission Against Discrimination

Sehin Mekuria

State Library of Massachusetts

Carol Davis

Massachusetts Convention Center Authority

Joann Washington

Group Insurance Commission

Darryl Ransom

Office of Management Information Systems

Jane Henchey

Robert Ragucci

Strategic Planning Bureau Consultants

Department of Personnel Administration

Mary Morgan

Department of Procurement and General Services

Janice Paul

Procurement Unit

Annmarie Zaparesky

Department of Revenue

American Trucking Association Settlement

Agreement Refund Team

CSE Litigation Team

CSE Western Regional Intake Team

Kathleen Daley

Telefile Team

Mark Drane/Lori Gagne/Gregory Messina

Mainframe Application Programmers

Lawrence Modestow

Rita Tomaszewski

Bureau of State Office Buildings

Elizabeth Hemond

Raymond McCormack

LeiMei Tan

Department of Veterans' Services

Frank E. Crowley

Massachusetts Board of Library Commissioners

Melissa Gilmartin

Disabled Persons Protection Commission

Ralph T. Calderaro

Communities and Development

Executive Office of Communities and Development

Ita A. Mullarkey

Greta S. Reinhold

Martin J. Robb

Consumer Affairs

Executive Office of Consumer Affairs

Edgar Dworsky

George Krauskopf

Linda Turner

Division of Banks

Steven L. Antonakes

Robert R. Ellis

Thomas R. Rasmussen

Division of Insurance

Elizabeth A. McDonald

Carla M. Willis

Department of Public Utilities

Kevin Brannelly

Joslyn Day

Donald Hatch

Board of Registration in Medicine

Investigations Unit

Cable Television Commission

Sally E. Williamson

Division of Registration

Susan Carson

Ann Deruosi

Steven E. Smith

Division of Standards

Frederick Quinlan

State Racing Commission

David Ernst

Barbara A. Nealon

Edward A. Travis

Alcoholic Beverage Control Commission

Janet DeCarlo

Economic Affairs

Executive Office of Economic Affairs

Sandra Costantini

Diana Salemy

Division of Energy Resources
Nils Bolgen
Department of Employment and Training
Robert C. Anderson
Automated Referral Systems Group
Marilyn A. Boyle
Michael J. Duffy
Greenfield/Athol EN Units
Robin Haas
Rosa D. Hernandez
Michael E. Kujawski
Daria Anne Sayce
Alice L. Sweeney

Education

Higher Education Coordinating Council
Peter H. Tsaffaras
Department of Education
Richard DeFilippis
Christine Lynch
Barbara Solomon
Bristol Community College
Grounds Keeping Unit
Cynthia Hahn, Ph.D.
Claudette Smith
Bunker Hill Community College
Alyce E. Curtis
Lloyd S. Johnson
Anne Zakrosky
Fitchburg State College
Katherine Cannon
Karen Green
Beverly Hannah
Dorothy Ledger
Joann O'Sullivan
Maxine Smith
Framingham State College
Department of Family and Consumer Sciences
Grounds Maintenance Crew
Bonnie D. Mitchell
Massachusetts Maritime Academy
Bradley K. Lima
Paul B. O'Keefe
Gail A. Nuttall
Massasoit Community College
Barbara Anderson
Steven Berkovitz
Timothy Trask Ph.D.

Middlesex Community College
Vincent Funaro
Donald Melisi
Ellen Ricca
North Shore Community College
Debra A. Ciccolo
Sandra B. Edwards
E. Lynn Willenbrock
Northern Essex Community College
Elizabeth Coyne
Richard Lizotte
Barbara Rozman
Salem State College
Pesi J. Amaria
Custodial Services & Grounds
Mary E. Farrell
Mary Ann Gachignard
John D. Galaris
Ann Leger
University of Massachusetts Lowell
Accounts Receivable CQI Team
Susan Burns
Patricia Gallagher
Housekeeping CQI Team
Bernice Murphy
Edmund Shanahan
University of Massachusetts Medical Center
Valerie A. Buffone
Sandra E. Campbell
Linda Clark
Robert D. Cronin
Lois J. Dansereau
Diane Degon
Russell S. Mattson
Angela E. Nardella
Katherine Pappas
Mary Rizk
Janet S. Solomon
Norman K. Swedberg

Elder Affairs

Executive Office of Elder Affairs
Assisted Living Regulations Work Group
Sheila Donahue King
Jean Moltenbrey

Environmental Affairs

Executive Office of Environmental Affairs

Audrey Tyler-Casey
Janice Fennell
Marilyn Tyler

Department of Environmental Management

Bruce Anderson
Bob Babineau
David Casey
Andrew Cornellier
Claire D'Angelo
Chester Drury

Department of Environmental Protection

Ann Johnson
Steve Lipman
Deborah Quinn
Recycling Development Group
Wetlands Backlog Elimination Team
John Winkler

Department of Fisheries, Wildlife and Environmental Law Enforcement

Steven X. Cadrin
William J. Davis
James A. Wright

Department of Food and Agriculture

Bureau of Markets
Dennis Guastalli
Glenn Harris

Metropolitan District Commission

Barbara J. Dwyer
Christa Johnson
Brian Kerins
Alice Klumpp
David Small
Garrell Summers

Human Services

Executive Office of Health and Human Services

Michael Richards

Massachusetts Commission for the Blind

Evelyn Callahan
Susan O'Neil
Mayra Prats

Massachusetts Commission for the Deaf and Hard of Hearing

Irma Kahle

Division of Medical Assistance

Lynne Benoit
Jill Burrows
Chronic Hospital Management Team
Tania Gray
Health Reform Waiver Team
Sharon Johnson

Department of Mental Health

Anne-Marie Acquaaah-Ofori
Dialectical Behavior Therapy Team
Louise Dussault
John Ford

J. Rodger Goldin

Barbara Granata

Margaret Haughey

Housing Unit, Northeast Area

Kathleen Keough

Maria Medina

Laverne Newman

Ann O'Hara

Lynn Reynolds

Dilar Videira-McNally

Vocational Rehabilitation Department,
Central Mass. Area

Department of Mental Retardation

JoAnne Bayliss

Berry Transition Team

MaryAnn Brennen

Kathleen A. Catano

Charges For Care Work Group

Gail A. Dorval

Lynne E. Dow-Zalis

Paul E. Erikson

Families 1000 Central Coordination Team

James P. Jackson

Sheri A. Kelleher

Francie R. Minder/David W. Cerretani

Wendy G. Sousa

Anne Marie Stanton

Robert C. Tringale

Office for Children

Gerardine M. Lefebvre

Reza Rajaei

Carol Randolph

Department of Public Health

David Beattie

Mary Chemini

Paul Etkind

Rosita Lam
Mindy Mazur
Katherine Messenger
Robert Norton
Catherine O'Connor
Joseph Peppe
Geraldine Romano
SE Regional Managers
Katherine Wiley

Department of Transitional Assistance

Pauline Bellavance
Edna Bynoe
EBT Pilot Project Team
June Guidara
Robert Levensohn
Local Office TEMP-UP Implementation Team
Maryanne Murphy
TEMP-UP Unit - Springfield Liberty
Worcester Clerical Staff

Rate Setting Commission

Michelle Anderson
R. F. A. Team
Amy Simms

Massachusetts Rehabilitation Commission

Jesus R. Acevedo
William L. Bixby
Brenda Clark
Karen Beth Mael
Donna M. Salerno
Linda Wiggins

Department of Social Services

Autilio Baptista
Ken D'Ambrosia
Domestic Violence Unit
Christine Gresh
Homeless Families Unit
Grace Kirby-Steinau
Ernest Rauscher
Screening/Intake Unit
Tom Valenty

Soldiers' Home in Chelsea

Margarita Calixto
Dietary Department
Sharon Farnham
Roseanne Ferrandino
Richard Luka, M.D.
Gilberto Perez

Soldiers' Home in Holyoke

Elizabeth Gonzalez
Alice Hogan
Chris LeBlanc

Department of Youth Services

Michael Keaveny
Lynnor Latham
Michael MacLean
Daniel Tracey
Lynn Dadekian/Timothy Sullivan
Patrick Murray/Julio Rivera

Labor

Department of Industrial Accidents

Thomas Finneran
Mary Guerin
James B. Hayes

Department of Labor and Industries

John S. Rich
Training Grant Team
Carol A. Tyson

Executive Office of Labor

Michael Wallace

Public Safety

Bureau of Special Investigations

Michael E. Abramson
Brenda Brooks
Donald L. Hirschy

Criminal Justice Training Council

Harold Rooney

Department of Correction

Mark S. Bernard
Pauline E. Corbett
Edward L. Costa, Jr.
Lori A. Cresey
Noel L. Davis
Leo L. DuBois
Herbert C. Hanson
Milton K. Lashus
Antonio J. Livramento
Lisa E. Lorant
Rosalind McKeon

MCI Concord Maintenance Department
Office of Investigations/Apprehension Unit
Sergio F. Servello
Brian J. Silvia/Jeffrey L. Hotte

Massachusetts Emergency Management Agency

Nayia L. Powers

Steve M. Staffier

Massachusetts Parole Board

Edward M. Fitzmaurice

Marie T. Lomasney

Kathleen L. Plett

Criminal History Systems Board

William R. Blaine, Jr.

Department of State Police

Trooper Scott T. Collins

D. A. R. E. Program

Kelly G. DeWolfe

Lieutenant Roland N. LaCasse, Jr.

Mary C. McCadden

Zero Tolerance Team, Troop B

Merit Rating Board

Philip J. Dugas

Military Division

Timothy P. Driscoll

Gary M. Richards

Ralph A. Schwarzer

Executive Office of Public Safety

Cynthia Deltano

Department of Public Safety

James E. Barry

John J. McNeil

Glynn M. Shavers

Registry of Motor Vehicles

Eugenia Alago

Janet Moodie Bryant

James Lane, Jr.

Mary Ellen Scanlon

Joan Valley

John Wood

John P. Hogan, Jr.

Internal Audit Team

Gregory W. Kelley

Neil L. Mackie

Red Line Management Team

Retrofit Design Team - Railroad Operations

System Safety Team

Michael J. Walsh

John D. Wolfgang

Massachusetts Port Authority

Electrical Maintenance

Emergency Medical Service Committee

Russell H. Mazzola

Payroll Assistants

Jennifer L. Revill

Gwendolyn E. Stewart

Massachusetts Turnpike Authority

Jonathan Barnes

Judy Barton

Sarah Cusick

Basil Tommy

Marilyn Ward

Arthur Wyman

Massachusetts Highway Department

William Ferry

Deborah Giordano

Ramon Hernandez

MEPA/NEPA Unit

Mohammed Nabulsi

Carlos Oliviera

Frank Ratta

Salt Remediation Team

William Silvernail

Statewide District Design Unit

Mario Tocci

Frederick Urban

Transportation and Construction

Executive Office of Transportation and
Construction

Jodi D'Urso

Massachusetts Bay Transportation Authority

Paul Andruszkiewicz

Kenneth J. Belovarac

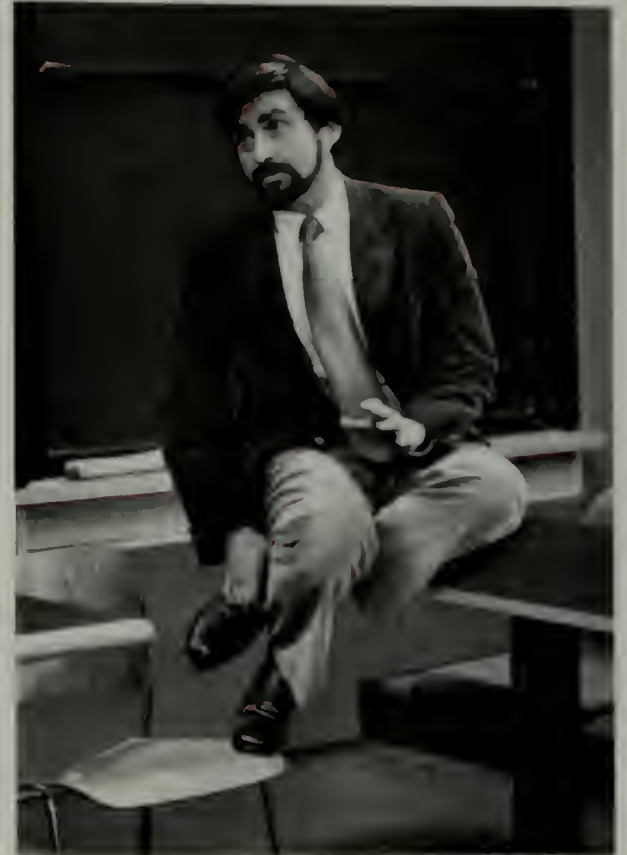
Carolyn L. Drew

Steven W. Epps

James L. Eng

Peter D. Forlizzi

Manuel Carballo Secretary, Executive Office of Health and Human Services 1983-1984



As Secretary of the Executive Office of Health and Human Services, Manuel Carballo oversaw fourteen state agencies. Manny's dedication and commitment to the disabled, the elderly, children, families in crisis and the poor is remembered tonight through the twelfth annual presentation of the Manuel Carballo Governor's Award for Excellence in Public Service.

"Our fellow citizens have charged us with caring for the people we serve and to pursue excellence in that care.

We are often the last expression of community; the last link to the commonwealth of care that Massachusetts citizens provide.

You are doing much more than just a job .. and I am happy to join you in it."

Manuel Carballo

The 1995 Manuel Carballo Governor's Award for Excellence in Public Service

The Commonwealth's highest honor for Executive Department employees is the Manuel Carballo Governor's Award for Excellence in Public Service. The purpose of this award is to recognize and honor state employees who personify excellence in public service.

Individuals and groups have been selected to receive this award. These recipients have demonstrated exemplary leadership, creativity and innovation, and their efforts have resulted in significant improvements in productivity and savings in their agencies.

Selections are made based on nominations received from state agencies. A special Selection Committee reviews the nominations and makes recommendations to the Governor. The Committee is composed of representatives from the offices of the Speaker of the House, the Senate President, and various appointees chosen by the Governor from business, labor, community groups, academia, and the media.

Each winner of the Manuel Carballo Award receives a \$1,000 cash award, a personalized plaque, and an award citation signed and presented by the Governor at this evening's awards dinner.

Margarita Calixto

Nursing Assistant I

Soldiers' Home in Chelsea

Despite the myriad of changes within the healthcare system in recent years, the bottom line remains the delivery of bedside services to patients. Fortunately, for residents of the Soldiers' Home in Chelsea, Margarita Calixto is there to provide compassionate and skilled care in her role as a certified nursing assistant.

Having worked at the Soldiers' Home for over seven years, Margarita has come to see her patients as an extended family. She understands that patients are people too, with a range of needs in addition to medical care. She encourages patients to socialize and attend functions sponsored by various veterans' organizations. She participates with her patients in recreational and social activities such as coffee hours, religious and civic activities and holiday parties. One example of Margarita's special brand of caring was shown during the facility's most recent Halloween Party. With the patients input, she designed special costumes for each person on the long-term-care unit. Because of her "beyond the call of duty" efforts, Margarita's unit won first prize in the costume competition, thereby enhancing the self-esteem of patients, staff and patients' families who were in attendance.

However busy she may be during her shift, Margarita demonstrates love for her patients and a true concern for their welfare. She understands the importance of a smile and a gentle touch when delivering patient care. It is not unusual for Margarita to forego her own lunch period to assist in feeding certain patients their meals while they are hot from the oven and most nutritious.

Another aspect of Margarita's outstanding service to the Commonwealth is her outreach to Concilio Espana where she used her bilingual skills to address a group of young parents. She discussed the care provided at the Chelsea Soldiers' Home, and her duties as a nursing assistant and encouraged those in attendance to make a contribution to others. Margarita proved to be an exceptional goodwill ambassador for the Soldiers' Home.

Margarita Calixto is an outstanding individual and employee who truly deserves the award she will receive tonight.



“Margarita demonstrates love for her patients and a true concern for their welfare. She understands the importance of a smile and a gentle touch when delivering patient care.”

Mary E. Farrell

Associate Professor

Salem State College



“Although Mary shines as an outstanding teacher, the classroom is just one of many areas in which she excels.”

In the field of nursing where caring and compassion are paramount, and at Salem State College where there are many exceptional faculty members, Mary Farrell stands out as an extraordinary leader, teacher and role model.

Mary began teaching at the School of Nursing fifteen years ago and now serves as an Associate Professor. But in Mary's case, her title does not even hint at the myriad of roles she plays at the college. Mary combines expert clinical abilities with a true devotion to quality patient care and is able to infuse her students with her own sense of dedication and enthusiasm. As evidence of her strong contribution to her students, Professor Farrell has been awarded the Faculty Award for Excellence by the graduating nursing class in eleven out of the fifteen years she has worked at Salem State!

Although Mary shines as an outstanding teacher, the classroom is just one of many areas in which she excels. Mary's personal and professional life are both an inspiration to those who know her. Widowed shortly after the birth of her daughter, who is now a college student, she came to Salem State College in 1980 to teach critical care nursing in the baccalaureate program. Since that time, Professor Farrell has contributed to the School of Nursing and to the entire college community in innumerable ways. For example, Mary took a leadership role in designing and implementing curriculum revisions for the School of Nursing including re-designing the entire critical care curriculum to help students to more easily learn highly technical information. Mary also continues to develop her clinical expertise by working part-time in a local hospital's emergency room and critical care unit.

Mary is a “giver” in the very best sense of the word and her local community is also a beneficiary of her service: Mary has been a volunteer instructor in health education in the Peabody Public Schools and has served for many years as a Girl Scout Troop leader, officer and member of the Board of Directors. In terms of her own professional development, Mary has enrolled in a rigorous Doctorate of Nursing Science program at the University of Rhode Island. Professor Mary Farrell truly represents the spirit of excellence envisioned by Manuel Carballo. The following tributes from some of Mary's students tell the story of her profound dedication and caring: “Thanks for being the ultimate teacher.” “You are an amazing teacher - mentor - person!” “Thank you for being a living, breathing example of how challenging and exciting nursing can be.”

Sehin Mekuria
Finance Director
Massachusetts Commission
Against Discrimination

Behind the public face of every state agency is a cadre of workers who quietly and tirelessly perform their duties. Luckily for the staff and clients of the Massachusetts Commission Against Discrimination (MCAD), Sehin Mekuria, Financial Officer, sets the standard for excellence among state employees.

Having joined the MCAD staff in 1993 from the Comptroller's Office, where she was often cited for outstanding performance, Sehin has been a virtual whirlwind of creativity and accomplishment. She is credited with "turning around" the financial operation of the agency, which is due in great part to her cultivation of excellent working relationships with Legislative Committees, the Fiscal Affairs Division and various federal agencies. Sehin's knowledge and skills have been critical to the MCAD's ability to secure increased federal funding in a very competitive process.

Sehin's commitment to quality service is extended to MCAD staff, Commissioners and contractors as well as to clients seeking help from the agency. Among her colleagues, Sehin's word is "sacred". Once a verbal commitment is made, she does not rest until she delivers. This demonstration of personal integrity also benefits MCAD's clients as she keeps her focus on serving MCAD staff so that they, in turn, can better serve those who come to the agency seeking redress against discrimination.

Sehin is known to often work extra hours to complete an important project or meet a pending deadline, and her skillful management of the budget has allowed for the renovation of office space and for purchasing a network of computers, which has greatly enhanced staffs efficiency and performance.

Creativity and initiative in managing the MCAD's fiscal operations are Sehin Mekuria's hallmarks. While the mastery of her many duties may appear effortless, we recognize the extent of her remarkable dedication and commitment to those whom she serves.



"She is credited with "turning around" the financial operation of the agency, which is due in great part to her cultivation of excellent working relationships with Legislative Committees."

Jean Moltenbrey

Housing Analyst

Executive Office of Elder Affairs



“Jean Moltenbrey has been key to the success of many important initiatives involving housing and related supportive services for a growing population of older people.”

Throughout her ten year tenure at the Executive Office of Elder Affairs (EOEA) Jean Moltenbrey has been key to the success of many important initiatives involving housing and related supportive services for a growing population of older people.

An emerging concept in the field of elder housing is “Assisted Living”, a new housing option that provides elders with the privacy of their own apartments as well as access to on-site personal care, housekeeping services and assistance with medication management. Jean played a critical role in the research and development of legislation regulating Assisted Living residences. Regulations included in the bill which was enacted in January, 1995, needed to be drafted within a very short period. Jean worked tirelessly during that time to complete the task, even coming into the office on holidays and weekends. As a result of her superb efforts, one expert on Assisted Living regulations across the nation stated that “after reviewing regulations of 35 states, I can attest that Massachusetts regulations... will be among the most intelligent and well thought out in the country.”

As the only person at EOEA with responsibility for housing issues, Jean is very much in demand to answer questions from older people and their families, to review and analyze new housing issues and to participate in a variety of task forces and multidisciplinary teams. Jean’s reputation as a thoughtful mediator has led to a demand for her inclusion in many housing-related organizations and programs. Jean works closely with other state agencies such as the Division of Medical Assistance, the Executive Office of Communities and Development and the Massachusetts Housing Finance Agency and always receives “rave reviews” for her collaborative approach.

Many older people worry about where and how they will live out their final years. With Jean Moltenbrey in their corner, they have the best advocate possible - one who understands their needs and works continually to develop creative options to meet those needs. Jean richly deserves the Manuel Carballo award for her many personal and professional contributions.

Ita A. Mullarkey
Housing Program Specialist
Executive Office of Communities
and Development

In 1987, the Executive Office of Communities and Development (EOCD) was about to embark on a major initiative with the Department of Public Welfare to address the problem of homelessness in a more thoughtful, systematic and coordinated way. The most important ingredient to the potential success of this endeavor was to identify a leader who had the special ability to bring together a variety of housing agencies, community groups and human service advocates. Ita Mullarkey was that person. Ita was truly ahead of her time in calling for the mixing of supportive services with housing assistance, believing that services aimed at economic and personal self-sufficiency are integral in resolving homelessness. She was both a visionary and an in-the-trenches diplomat who worked relentlessly to achieve a consensus among the many affected parties. Gradually, due to Ita's ability to both lead and listen, turf and ideology faded into the background and a disparate group came to agreement on common goals.

Ita's inspired efforts as Director of Homelessness Prevention Programs and Supportive Services have also resulted in a reduced use of hotels and motels, from 460 families in September of 1994 to 100 in May of 1995. Ita was also instrumental in ensuring the success of three other housing programs that addressed special client needs:

- The "Reclaim Our Community" Program, a community-based program designed to reduce criminal activity in targeted neighborhoods.
- The Service Coordinator Pilot Program for Elderly/Handicapped Housing brought service workers into housing authorities with "mixed" populations, to smooth out any problems that arose between tenants with different and sometimes conflicting needs.
- The Federal Health and Human Service Demonstration Program: Massachusetts was one of only three states to be chosen for this pilot project. Based on Ita's innovative ideas on how best to serve "Hard to House" homeless families, this three year program was, by all accounts, a tremendous success.

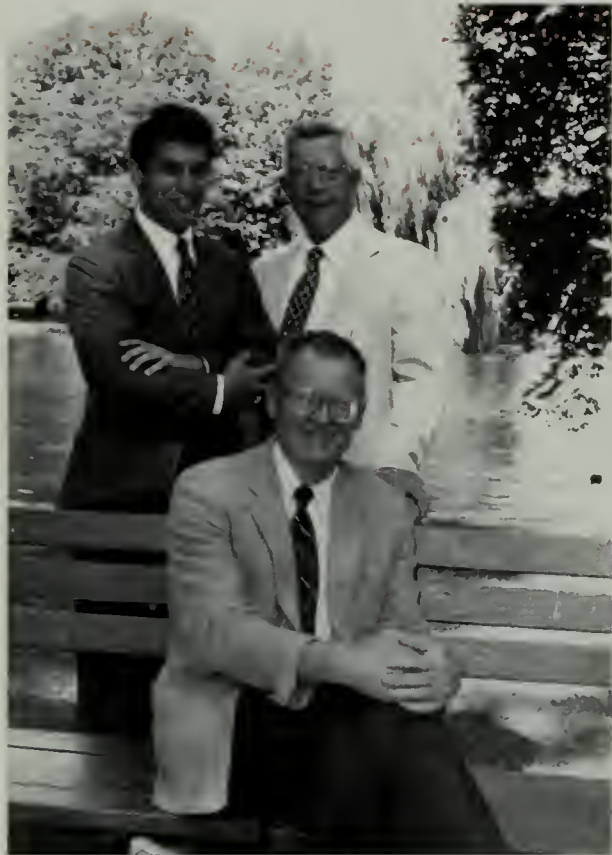
Ita Mullarkey believes that all people deserve to be treated with dignity and respect. We honor her vision and creativity which have sown the seeds of independence and self esteem for many citizens of Massachusetts.



"Ita Mullarkey believes that all people deserve to be treated with dignity and respect. We honor her vision and creativity which have sown the seeds of independence and self esteem for many citizens of Massachusetts."

Massachusetts Bay Transportation Authority

Retrofit Design Team, Railroad Operations



“The results of their efforts not only solved a critical problem but resulted in the establishment of standards that have become incorporated into worldwide new vehicle specifications.”

Late in 1992, after a series of low speed derailments of the Massachusetts Bay Transportation Authority's (MBTA) newly purchased Kawasaki coaches, the Federal Railroad Administration began to pressure the MBTA to solve the derailment problem, or risk a directive to remove the fleet from regular service. The drastic removal of the fleet from service would have had an intolerable impact - both on service to passengers and on the reputation of the MBTA.

With the concept of passenger and employee safety as the number one priority, and program costs being another critical factor, a task force led by David Diaz, Chief Mechanical Officer for MBTA Railroad Operations, and including Richard House and Cornelius (Neil) Mullaney, both Maintenance Officers in the railroad division, was called into action. This dedicated team took on a multifaceted challenge that drew upon all of their individual and combined skills, talents and stamina.

After analyzing the problems experienced by the malfunctioning coaches, the task force members prepared a strategic plan to deal with a host of technical and legal issues. They worked closely with the Association of American Railroad Transportation Test Center to develop a testing program to determine whether the coaches could be modified to meet safety requirements.

One of the most difficult challenges faced by the team was to overcome the reluctance of the Kawasaki company which was blaming the problems solely on poor track conditions, to agree to invest in solving the problem. Team Leader David Diaz took the lead in creating an atmosphere of cooperation and managed to turn a formerly adversarial relationship into one of mutual respect. His savvy management skill coupled with the creative efforts of Neil Mullaney and Richard House resulted in an outcome that saved several thousand dollars and permitted the coaches to remain in service safely transporting over 25,000 riders every day.

Ingenuity, teamwork and unending commitment were demonstrated by the members of the MBTA's Retrofit Design Team. The results of their efforts not only solved a critical problem but resulted in the establishment of standards that have become incorporated into worldwide new vehicle specifications.

The three team members deserve to be honored as being among the very best in public service!

Gwendolyn E. Stewart Employee Relations Coordinator MASSPORT

In the business arena, there has been an increasing awareness of the importance of meeting the needs of employees, so that they, in turn, can provide better service to their “customers”. In naming Gwen Stewart as MASSPORT’s first Employee Relations Coordinator, a strong message has been sent to all employees concerning their value both as individuals and employees.

Due to the nature of MASSPORT’s operations, employees are assigned to a range of facilities and work three different shifts; Gwen, therefore, has had to be a creative program developer and promoter. Gwen leaves very few stones unturned in her efforts to engage all employees in planned activities and her outreach efforts include the use of electronic mail, employee publications, postings, mailings and word-of-mouth. She periodically surveys MASSPORT employees and always encourages feedback about the types of programs that are most useful and rewarding.

Gwen Stewart is a real “spark plug” who not only designs and implements creative employee programs, but enthusiastically participates in them, as well. The programs that Gwen has developed encompass a wide range of interests including the arts, music, theater, sporting and family activities and she has set up a corporate discount program to make activities affordable for all employees. Because of Ms. Stewart’s initiative, MASSPORT employees have participated in a range of charitable and fundraising activities such as Big Brothers and Big Sisters, MASSPORT Globe Santa, the American Cancer Society’s Daffodil Days and special programs for victims of the California earthquake and the Oklahoma City bombing.

Gwen continually seeks out new programs for employees and often makes arrangements with other organizations to jointly sponsor events, thereby expanding the range of activities available to staff. Another important facet of Ms. Stewart’s position is conducting new employee orientation programs and tours. Gwen’s enthusiasm about MASSPORT is contagious and new employees often contact Gwen once they are on the job about participating in various activities.

Gwendolyn Stewart epitomizes the consummate public employee as she devotes her talents and energy to improving the lives of her colleagues, while contributing significantly to the community. Gwen truly captures the spirit of Manny Carballo.



“Gwendolyn Stewart epitomizes the consummate public employee as she devotes her talents and energy to improving the lives of her colleagues, while contributing significantly to the community.”

Department of Revenue

Telefile Team



“The dedicated Telefile Team members developed a program that improves services to taxpayers, reduces tax processing costs by more than 50%, and does so in an era of agency downsizing.”

The Department of Revenue (DOR) has initiated many cutting-edge programs over the past several years, including the successful “Automated New Hire Program” and a Child Support Enforcement Project that has become a national model. The thirteen members of the Interactive Voice Response (IVR) Telefile Team have again broken new ground and continue DOR’s tradition of excellence.

The dedicated Telefile Team members developed a program that improves services to taxpayers, reduces tax processing costs by more than 50%, and does so in an era of agency downsizing. Having been given the challenge to have the Telefile system up and running for the 1995 tax season, the team members realized that success would depend on getting large numbers of tax filers to change what they have been doing for years - filing paper tax returns.

The team designed and carried out a market research plan which included focus group interviews and developed and fine-tuned a script and easy-to-understand instructions. To entice taxpayers to participate, innovative team members created a unique prize incentive program, which was funded by private donations. The team obviously did their homework, as the goal of 100,000 Telefilers was surpassed by an additional 72,000 taxpayers! With 172,000 tax returns filed by telephone, DOR estimates that nearly five tons of paper transactions were eliminated. This reduction in paper flow in turn led to labor efficiencies in many areas.

The efforts of the Telefile Team created a system that is simple (it takes 10 minutes to complete a worksheet and 8 minutes to make the telephone call) and quick (taxpayers receive refunds within three to four days compared to twenty-one days when filing by the traditional paper method). The ground-breaking nature of the Telefile Team’s accomplishments is evidenced by the fact that the national tax administration industry is using Massachusetts’ program as a model. Thirteen other states have also contacted DOR for detailed information. Even the IRS was impressed by the Telefile program and has met with program administrators to discuss its success.

With a range of enhancements planned for the program such as increasing the eligible population, refining fraud prevention criteria and pursuing technology improvements, DOR has set a goal of 350,000 to 450,000 Telefile participants for the 1996 tax season. Based on the track record of the Telefile Team, no one would be surprised if even that ambitious goal is surpassed!

Harold A. Vanasse

Director of Surplus Property Division of Capital Planning and Operations

The average Massachusetts citizen may assume that making the decision to phase out and close a state facility is the final step in a long process. But for Harold Vanasse, Director of the Surplus Property Division of the Division of Capital Planning and Operations (DCPO), the decision to close a facility is just the beginning.

On the surface, Harold's management of over 2700 acres of surplus land and more than 300 surplus buildings seems like a notable accomplishment, given the small staff and cost restrictions within the Surplus Property Division. But a closer look at the challenges which are inherent in facility closures makes Harold's work appear even more impressive.

While DCPO works on plans to redevelop many surplus properties, Harold's division is charged with maintaining the safety and security of the facilities. To meet success in his position Harold is called upon to wear many different hats, including those of community liaison, mediator among state agency tenants, and creative "recycler". Harold is charged with identifying and promoting appropriate re-use of surplus properties and in many cases, he works closely with municipalities to facilitate new use options for properties and equipment. Harold has been described as an "invaluable resource" who demonstrates a "unique sensitivity" to the needs of cities and towns in which the various surplus properties are located.

In addition to Harold's skill in handling the "human side" of property closures, he has shown great diligence in controlling costs associated with maintaining and protecting the value of surplus land and facilities until they are either sold or placed back into other public use. Time after time, Harold's creativity and initiative in identifying new uses for state properties have resulted in significant cost savings.

For over 35 years, Harold Vanasse has served the Commonwealth, all the while demonstrating a true respect for others, unfailing good humor and an outstanding work ethic. For his many contributions, we recognize and thank him.



"For over 35 years, Harold Vanasse has served the Commonwealth, all the while demonstrating a true respect for others, unfailing good humor and an outstanding work ethic."

Michael Wallace
Chief Financial Officer/Director
of Administration
Executive Office of Labor



*“Only through Mike Wallace’s
pride in his job and dedica-
tion to the highest profes-
sional standards did this
program become a reality.”*

Among Mike Wallace’s responsibilities as Chief Financial Officer/Director of Administration is serving as the Minority Business Enterprises (MBE) Coordinator for agencies within the Executive Office of Labor.

The Commonwealth’s MBE program was begun in 1984 in order to encourage increased participation of targeted groups in the state’s economy. The statewide MBE procurement plan requires each Executive Office, agency, department, board and commission to award a minimum of 5% of the total value of contracts for supplies, equipment and services to minority business enterprises. In serving as the Labor Secretariats’ MBE Coordinator, Mike worked with his counterparts from other Secretariats and shared their frustration with a reporting system that did not adequately measure the level of activity and commitment of each Secretariat. Because the reporting system was not fully capturing all purchases, the MBE program was subject to criticism for not meeting program goals.

On his own initiative, Mike volunteered to study the reporting system to determine how greater accuracy could be realized. Mike saw that a more uniform reporting method needed to be designed, and he proceeded to structure the framework of a new computer-generated MBE report. He collaborated with the Statewide MBE Program Director and other Secretariat coordinators to ensure that all appropriate spending would be reflected in the new report.

Mike worked on his own time to hone the program and the result is an easy-to-use but sophisticated financial reporting and monitoring system that captures accurate and comprehensive information. Michael then took the project to the next level as he prepared and personally conducted training sessions for Secretariat and agency MBE coordinators totalling more than 150 individuals. Only through Mike Wallace’s pride in his job and dedication to the highest professional standards did this program become a reality.

Mike Wallace is a shining example of Manuel Carballo’s legacy of excellence in service to the Commonwealth.

Program Coordination

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